

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

City of Seattle Traditional Plan - 2012 Rates

| Employee Group                           | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee    | COBRA Rate        |
|--|--|--|-----------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$949.29                                 | \$949.29   | \$949.29        | \$968.28          |
| City Share & RSR Contribution            | \$949.29                                 | \$916.95   | \$0.00          | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   | <b>\$949.29</b> | <b>\$968.28</b>   |
| <b>LEOFF I (Non-Represented)</b>         | \$770.35                                 | \$770.35   | N/A             | \$785.76          |
| City Share & RSR Contribution            | \$770.35                                 | \$738.01   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                 | <b>\$785.76</b>   |
| <b>LEOFF II (Non-Represented)</b>        | \$949.29                                 | \$949.29   | N/A             | \$968.28          |
| City Share & RSR Contribution            | \$949.29                                 | \$916.95   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                 | <b>\$968.28</b>   |
| <b>SPMA (LEOFF I)</b>                    | \$770.35                                 | \$770.35   | N/A             | \$785.76          |
| City Share & RSR Contribution            | \$770.35                                 | \$738.01   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                 | <b>\$785.76</b>   |
| <b>SPMA (LEOFF II)</b>                   | \$949.29                                 | \$949.29   | N/A             | \$968.28          |
| City Share & RSR Contribution            | \$949.29                                 | \$916.95   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$32.34</b>   |                 | <b>\$968.28</b>   |
| <b>Local 77</b>                          | \$1,369.44                               | \$1,369.44   | N/A             | \$1,396.83        |
| City Share                               | \$1,300.98                               | \$1,300.98   |                 | \$0.00            |
| Employee Deduction                       | <b>\$68.46</b>                           | <b>\$68.46</b>   |                 | <b>\$1,396.83</b> |
| <b>CMEO</b>                              | \$949.29                                 | \$949.29   |                 | \$968.28          |
| City Share                               | \$940.41                                 | \$908.07   |                 | \$0.00            |
| Employee Deduction                       | <b>\$8.88</b>                            | <b>\$41.22</b>   |                 | <b>\$968.28</b>   |
| <b>SPOG (LEOFF I)</b>                    | \$978.05                                 | \$978.05   | N/A             | \$997.61          |
| City Share                               | \$929.15                                 | \$929.15   |                 | \$0.00            |
| Employee Deduction                       | <b>\$48.90</b>                           | <b>\$48.90</b>   |                 | <b>\$997.61</b>   |
| <b>SPOG (LEOFF II)</b>                   | \$1,178.36                               | \$1,178.36   | N/A             | \$1,201.93        |
| City Share                               | \$1,119.44                               | \$1,119.44   |                 | \$0.00            |
| Employee Deduction                       | <b>\$58.92</b>                           | <b>\$58.92</b>   |                 | <b>\$1,201.93</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$770.35                                 | \$770.35   | N/A             | \$785.76          |
| City Share                               | \$770.35                                 | \$654.79   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$115.56</b>  |                 | <b>\$785.76</b>   |
| <b>Fire Chiefs (LEOFF II)</b>            | \$949.29                                 | \$949.29   | N/A             | \$968.28          |
| City Share                               | \$949.29                                 | \$806.89   |                 | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                            | <b>\$142.40</b>  |                 | <b>\$968.28</b>   |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**GROUP HEALTH STANDARD - 2012 RATES**

| <b>Employee Group</b>                    | <b>Single Employee with or without Children</b> | <b>Employee with Spouse/Domestic Partner with or without Children</b> | <b>TES Employee</b> | <b>COBRA Rate</b> |
|--|---|---|---------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$967.83  | \$967.83  | \$967.83            | \$987.19          |
| City Share & RSR Contribution            | \$919.43  | \$867.93  | \$0.00              | \$0.00            |
| Employee Deduction                       | <b>\$48.40</b>                                  | <b>\$99.90</b>  | <b>\$967.83</b>     | <b>\$987.19</b>   |
| <b>LEOFF I (Non-Represented)</b>         | \$967.83  | \$967.83  | N/A                 | \$987.19          |
| City Share & RSR Contribution            | \$967.83  | \$916.33  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                                   | <b>\$51.50</b>  |                     | <b>\$987.19</b>   |
| <b>LEOFF II (Non-Represented)</b>        | \$967.83  | \$967.83  | N/A                 | \$987.19          |
| City Share & RSR Contribution            | \$919.43  | \$867.93  |                     | \$0.00            |
| Employee Deduction                       | <b>\$48.40</b>                                  | <b>\$99.90</b>  |                     | <b>\$987.19</b>   |
| <b>SPMA (LEOFF I)</b>                    | \$967.83  | \$967.83  | N/A                 | \$987.19          |
| City Share & RSR Contribution            | \$967.83  | \$916.33  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                                   | <b>\$51.50</b>  |                     | <b>\$987.19</b>   |
| <b>SPMA (LEOFF II)</b>                   | \$967.83  | \$967.83  | N/A                 | \$987.19          |
| City Share & RSR Contribution            | \$919.43  | \$867.93  |                     | \$0.00            |
| Employee Deduction                       | <b>\$48.40</b>                                  | <b>\$99.90</b>  |                     | <b>\$987.19</b>   |
| <b>Local 77</b>                          | \$1,114.80                                      | \$1,114.80  | N/A                 | \$1,137.10        |
| City Share                               | \$1,059.06                                      | \$1,059.06  |                     | \$0.00            |
| Employee Deduction                       | <b>\$55.74</b>                                  | <b>\$55.74</b>  |                     | <b>\$1,137.10</b> |
| <b>CMEO</b>                              | \$967.83  | \$967.83  |                     | \$987.19          |
| City Share                               | \$919.09  | \$867.59  |                     | \$0.00            |
| Employee Deduction                       | <b>\$48.74</b>                                  | <b>\$100.24</b>   |                     | <b>\$987.19</b>   |
| <b>SPOG (LEOFF I &amp; II)</b>           | \$1,182.24                                      | \$1,182.24  | N/A                 | \$1,205.88        |
| City Share                               | \$945.80  | \$945.80  |                     | \$0.00            |
| Employee Deduction                       | <b>\$236.44</b>                                 | <b>\$236.44</b>   |                     | <b>\$1,205.88</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$967.83  | \$967.83  | N/A                 | \$987.19          |
| City Share                               | \$967.83  | \$822.67  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                                   | <b>\$145.16</b>   |                     | <b>\$987.19</b>   |
| <b>Fire Chiefs (LEOFF II)</b>            | \$967.83  | \$967.83  | N/A                 | \$987.19          |
| City Share                               | \$822.67  | \$822.67  |                     | \$0.00            |
| Employee Deduction                       | <b>\$145.16</b>                                 | <b>\$145.16</b>   |                     | <b>\$987.19</b>   |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**GROUP HEALTH – DEDUCTIBLE 2012 RATES**

| <b>Employee Group</b>                    | <b>Single Employee with or without Children</b> | <b>Employee with Spouse/Domestic Partner with or without Children</b> | <b>TES Employee</b> | <b>COBRA Rate</b> |
|--|---|---|---------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$891.36  | \$891.36  | \$891.36            | \$909.19          |
| City Share & RSR Contribution            | \$866.36  | \$834.44  | \$0.00              | \$0.00            |
| Employee Deduction                       | <b>\$25.00</b>                                  | <b>\$56.92</b>  | <b>\$891.36</b>     | <b>\$909.19</b>   |
| <b>LEOFF I (Non-Represented)</b>         | \$891.36  | \$891.36  | N/A                 | \$909.19          |
| City Share & RSR Contribution            | \$891.36  | \$859.44  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0</b>                                      | <b>\$31.92</b>  |                     | <b>\$909.19</b>   |
| <b>LEOFF II (Non-Represented)</b>        | \$891.36  | \$891.36  | N/A                 | \$909.19          |
| City Share & RSR Contribution            | \$866.36  | \$834.44  |                     | \$0.00            |
| Employee Deduction                       | <b>\$25.00</b>                                  | <b>\$56.92</b>  |                     | <b>\$909.19</b>   |
| <b>SPMA (LEOFF I)</b>                    | \$891.36  | \$891.36  | N/A                 | \$909.19          |
| City Share & RSR Contribution            | \$891.36  | \$859.44  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0</b>                                      | <b>\$31.92</b>  |                     | <b>\$909.19</b>   |
| <b>SPMA (LEOFF II)</b>                   | \$891.36  | \$891.36  | N/A                 | \$909.19          |
| City Share & RSR Contribution            | \$866.36  | \$834.44  |                     | \$0.00            |
| Employee Deduction                       | <b>\$25.00</b>                                  | <b>\$56.92</b>  |                     | <b>\$909.19</b>   |
| <b>Local 77</b>                          | N/A   | N/A   | N/A                 | N/A               |
| <b>CMEO</b>                              | \$891.36  | \$891.36  |                     | \$909.19          |
| City Share                               | \$866.04  | \$834.12  |                     | \$0.00            |
| Employee Deduction                       | <b>\$25.32</b>                                  | <b>\$57.24</b>  |                     | <b>\$909.19</b>   |
| <b>SPOG (LEOFF I &amp; II)</b>           | \$872.36  | \$872.36  | N/A                 | \$889.81          |
| City Share                               | \$828.74  | \$828.74  |                     | \$0.00            |
| Employee Deduction                       | <b>\$43.62</b>                                  | <b>\$43.62</b>  |                     | <b>\$889.81</b>   |
| <b>Fire Chiefs (LEOFF I)</b>             | \$891.36  | \$891.36  | N/A                 | \$909.19          |
| City Share                               | \$891.36  | \$757.66  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0</b>                                      | <b>\$133.70</b>   |                     | <b>\$909.19</b>   |
| <b>Fire Chiefs (LEOFF II)</b>            | \$891.36  | \$891.36  | N/A                 | \$909.19          |
| City Share                               | \$757.66  | \$757.66  |                     | \$0.00            |
| Employee Deduction                       | <b>\$133.70</b>                                 | <b>\$133.70</b>   |                     | <b>\$909.19</b>   |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**CITY OF SEATTLE PREVENTIVE PLAN 2012 RATES**

| <b>Employee Group</b>                    | <b>Single Employee with or without Children</b> | <b>Employee with Spouse/Domestic Partner with or without Children</b> | <b>TES Employee</b> | <b>COBRA Rate</b> |
|--|---|---|---------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b> | \$1,049.37                                      | \$1,049.37  | \$1,049.37          | \$1,070.36        |
| City Share & RSR Contribution            | \$1,001.25                                      | \$950.87  | \$0.00              | \$0.00            |
| Employee Deduction                       | <b>\$48.12</b>                                  | <b>\$98.50</b>  | <b>\$1,049.37</b>   | <b>\$1,070.36</b> |
| <b>LEOFF I (Non-Represented)</b>         | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share & RSR Contribution            | \$1,049.37                                      | \$998.99  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                                   | <b>\$50.38</b>  |                     | <b>\$1,070.36</b> |
| <b>LEOFF II (Non-Represented)</b>        | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share & RSR Contribution            | \$1,001.25                                      | \$950.87  |                     | \$0.00            |
| Employee Deduction                       | <b>\$48.12</b>                                  | <b>\$98.50</b>  |                     | <b>\$1,070.36</b> |
| <b>SPMA (LEOFF I)</b>                    | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share & RSR Contribution            | \$1,049.37                                      | \$998.99  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                                   | <b>\$50.38</b>  |                     | <b>\$1,070.36</b> |
| <b>SPMA (LEOFF II)</b>                   | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share & RSR Contribution            | \$1,001.25                                      | \$950.87  |                     | \$0.00            |
| Employee Deduction                       | <b>\$48.12</b>                                  | <b>\$98.50</b>  |                     | <b>\$1,070.36</b> |
| <b>Local 77</b>                          | \$1,351.63                                      | \$1,351.63  | N/A                 | \$1,378.66        |
| City Share                               | \$1,284.05                                      | \$1,284.05  |                     | \$0.00            |
| Employee Deduction                       | <b>\$67.58</b>                                  | <b>\$67.58</b>  |                     | <b>\$1,378.66</b> |
| <b>CMEO</b>                              | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share                               | \$992.77  | \$942.39  |                     | \$0.00            |
| Employee Deduction                       | <b>\$56.60</b>                                  | <b>\$106.98</b>   |                     | <b>\$1,070.36</b> |
| <b>SPOG (LEOFF I &amp; II)</b>           | \$1,323.36                                      | \$1,323.36  | N/A                 | \$1,349.83        |
| City Share                               | \$1,257.20                                      | \$1,257.20  |                     | \$0.00            |
| Employee Deduction                       | <b>\$66.16</b>                                  | <b>\$66.16</b>  |                     | <b>\$1,349.83</b> |
| <b>Fire Chiefs (LEOFF I)</b>             | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share                               | \$1,049.37                                      | \$891.97  |                     | \$0.00            |
| Employee Deduction                       | <b>\$0.00</b>                                   | <b>\$157.40</b>   |                     | <b>\$1,070.36</b> |
| <b>Fire Chiefs (LEOFF II)</b>            | \$1,049.37                                      | \$1,049.37  | N/A                 | \$1,070.36        |
| City Share                               | \$891.97  | \$891.97  |                     | \$0.00            |
| Employee Deduction                       | <b>\$157.40</b>                                 | <b>\$157.40</b>   |                     | <b>\$1,070.36</b> |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**WASHINGTON DENTAL SERVICE 2012 RATES**  
**(Fully Paid City Dental Premiums Unless Otherwise Noted)**

| <b>Employee Group</b>                     | <b>Single Employee with or without Children</b> | <b>Employee with Spouse/Domestic Partner with or without Children</b> | <b>TES Employee</b> | <b>COBRA Rate</b> |
|---|---|---|---------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$115.28  | \$115.28  | \$115.28            | \$117.59          |
| City Share                                | \$115.28  | \$115.28  | \$0.00              | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   | <b>\$115.28</b>     | <b>\$117.59</b>   |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$115.28  | \$115.28  | N/A                 | \$117.59          |
| City Share                                | \$115.28  | \$115.28  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$117.59</b>   |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$115.28  | \$115.28  | N/A                 | \$117.59          |
| City Share                                | \$115.28  | \$115.28  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$117.59</b>   |
| <b>Local 77</b>                           | \$124.30  | \$124.30  | N/A                 | \$126.79          |
| City Share                                | \$124.30  | \$124.30  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$126.79</b>   |
| <b>CMEO</b>                               | \$115.28  | \$115.28  | N/A                 | \$117.59          |
| City Share                                | \$115.28  | \$115.28  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$117.59</b>   |
| <b>SPOG (LEOFF I &amp; II)</b>            | \$125.34  | \$125.34  | N/A                 | \$127.85          |
| City Share                                | \$125.34  | \$125.34  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$127.85</b>   |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$115.28  | \$115.28  | N/A                 | \$117.59          |
| City Share                                | \$97.98   | \$97.98   |                     | \$0.00            |
| Employee Deduction                        | <b>\$17.30</b>                                  | <b>\$17.30</b>  |                     | <b>\$117.59</b>   |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**Dental Health Services 2012 RATES**  
**(Fully Paid City Dental Premiums Unless Otherwise Noted)**

| <b>Employee Group</b>                     | <b>Single Employee with or without Children</b> | <b>Employee with Spouse/Domestic Partner with or without Children</b> | <b>TES Employee</b> | <b>COBRA Rate</b> |
|---|---|---|---------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$140.36  | \$140.36  | \$140.36            | \$143.17          |
| City Share                                | \$140.36  | \$140.36  | \$10.71             | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   | \$129.65            | <b>\$143.17</b>   |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$140.36  | \$140.36  | N/A                 | \$143.17          |
| City Share                                | \$140.36  | \$140.36  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$143.17</b>   |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$140.36  | \$140.36  | N/A                 | \$143.17          |
| City Share                                | \$140.36  | \$140.36  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$143.17</b>   |
| <b>Local 77</b>                           | \$162.24  | \$162.24  | N/A                 | \$165.48          |
| City Share                                | \$162.24  | \$162.24  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$165.48</b>   |
| <b>CMEO</b>                               | \$140.36  | \$140.36  | N/A                 | \$143.17          |
| City Share                                | \$140.36  | \$140.36  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$143.17</b>   |
| <b>SPOG (LEOFF I &amp; II)</b>            | \$162.24  | \$162.24  | N/A                 | \$165.48          |
| City Share                                | \$162.24  | \$162.24  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$165.48</b>   |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$140.36  | \$140.36  | N/A                 | \$143.17          |
| City Share                                | \$119.30  | \$119.30  |                     | \$0.00            |
| Employee Deduction                        | <b>\$21.06</b>                                  | <b>\$21.06</b>  |                     | <b>\$143.17</b>   |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**VISION SERVICE BASIC PLAN 2012 RATES**  
**(Fully Paid City Vision Premiums Unless Otherwise Noted)**

| <b>Employee Group</b>                     | <b>Single Employee with or without Children</b> | <b>Employee with Spouse/Domestic Partner with or without Children</b> | <b>TES Employee</b> | <b>COBRA Rate</b> |
|---|---|---|---------------------|-------------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$8.68  | \$8.68  | \$8.68              | \$8.85            |
| City Share                                | \$8.68  | \$8.68  | \$0.00              | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   | <b>\$8.68</b>       | <b>\$8.85</b>     |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$8.68  | \$8.68  | \$8.68              | \$8.85            |
| City Share                                | \$8.68  | \$8.68  | \$0.00              | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   | <b>\$8.68</b>       | <b>\$8.85</b>     |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$8.68  | \$8.68  | N/A                 | \$8.85            |
| City Share                                | \$8.68  | \$8.68  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$8.85</b>     |
| <b>Local 77</b>                           | \$11.25   | \$11.25   | N/A                 | \$11.48           |
| City Share                                | \$11.25   | \$11.25   |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$11.48</b>    |
| <b>CME0</b>                               | \$8.68  | \$8.68  | N/A                 | \$8.85            |
| City Share                                | \$8.68  | \$8.68  |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$8.85</b>     |
| <b>SPOG (LEOFF I &amp; II)</b>            | \$27.35   | \$27.35   | N/A                 | \$27.90           |
| City Share                                | \$27.35   | \$27.35   |                     | \$0.00            |
| Employee Deduction                        | <b>\$0.00</b>                                   | <b>\$0.00</b>   |                     | <b>\$27.90</b>    |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$8.68  | \$8.68  | N/A                 | \$8.85            |
| City Share                                | \$7.38  | \$7.38  |                     | \$0.00            |
| Employee Deduction                        | <b>\$1.30</b>                                   | <b>\$1.30</b>   |                     | <b>\$8.85</b>     |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

**VISION SERVICE BUY UP PLAN 2012 RATES**  
**(Fully Paid City Vision Premiums Unless Otherwise Noted)**

| Employee Group                            | Single Employee with or without Children | Employee with Spouse/Domestic Partner with or without Children | TES Employee   | COBRA Rate     |
|---|--|--|----------------|----------------|
| <b>Most Employee, Library, &amp; SHA</b>  | \$19.72                                  | \$19.72  | \$19.72        | \$20.11        |
| City Share                                | \$8.68                                   | \$8.68   | \$0.00         | \$0.00         |
| Employee Deduction                        | <b>\$11.04</b>                           | <b>\$11.04</b>   | <b>\$19.72</b> | <b>\$20.11</b> |
| <b>LEOFF I &amp; II (Non-Represented)</b> | \$19.72                                  | \$19.72  | \$19.72        | \$20.11        |
| City Share                                | \$8.68                                   | \$8.68   | \$0.00         | \$0.00         |
| Employee Deduction                        | <b>\$11.04</b>                           | <b>\$11.04</b>   | <b>\$19.72</b> | <b>\$20.11</b> |
| <b>SPMA (LEOFF I &amp; II)</b>            | \$19.72                                  | \$19.72  | N/A            | \$20.11        |
| City Share                                | \$8.68                                   | \$8.68   |                | \$0.00         |
| Employee Deduction                        | <b>\$11.04</b>                           | <b>\$11.04</b>   |                | <b>\$20.11</b> |
| <b>Local 77</b>                           | N/A                                      | N/A  | N/A            | N/A            |
| City Share                                | N/A                                      | N/A  |                | N/A            |
| Employee Deduction                        | <b>N/a</b>                               | <b>N/A</b>   |                | <b>N/A</b>     |
| <b>CME0</b>                               | \$19.72                                  | \$19.72  |                | \$20.11        |
| City Share                                | \$8.68                                   | \$8.68   | N/A            | \$0.00         |
| Employee Deduction                        | <b>\$11.04</b>                           | <b>\$11.04</b>   |                | <b>\$20.11</b> |
| <b>SPOG (LEOFF I &amp; II)</b>            | N/A                                      | N/A  | N/A            | N/A            |
| City Share                                | N/A                                      | N/A  |                | N/A            |
| Employee Deduction                        | <b>N/a</b>                               | <b>N/A</b>   |                | <b>N/A</b>     |
| <b>Fire Chiefs (LEOFF I &amp; II)</b>     | \$19.72                                  | \$19.72  | N/A            | \$20.11        |
| City Share                                | \$7.38                                   | \$7.38   |                | \$0.00         |
| Employee Deduction                        | <b>\$12.34</b>                           | <b>\$12.34</b>   |                | <b>\$20.11</b> |



Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

| DOMESTIC PARTNER HEALTH INSURANCE<br>2012 MONTHLY TAXABLE VALUES   |          |               |               |                            |                             |
|--|----------|---------------|---------------|----------------------------|-----------------------------|
| Most City Employees  | Medical  | WDS<br>Dental | Vision-Basic* | Total with<br>Vision Basic | Total with<br>Vision Buy-Up |
| Preventive - Domestic Partner                                      | \$548.18 | \$62.30       | \$4.69        | \$615.17                   | \$621.14                    |
| Traditional - Domestic Partner                                     | \$509.14 | \$62.30       | \$4.69        | \$576.13                   | \$582.10                    |
| Group Health Standard - Domestic Partner                           | \$500.55 | \$62.30       | \$4.69        | \$567.54                   | \$573.51                    |
| Group Health Deductible - Domestic Partner                         | \$476.51 | \$62.30       | \$4.69        | \$543.50                   | \$549.47                    |
| * Vision Buy-Up - Add additional imputed amount - Domestic Partner |          |               | \$10.66       |                            |                             |
| Preventive - Child   | \$239.42 | \$43.61       | \$3.28        | \$286.31                   | \$290.49                    |
| Traditional - Child  | \$216.59 | \$43.61       | \$3.28        | \$263.48                   | \$267.66                    |
| Group Health Standard - Child                                      | \$220.82 | \$43.61       | \$3.28        | \$267.71                   | \$271.89                    |
| Group Health Deductible - Child                                    | \$203.37 | \$43.61       | \$3.28        | \$250.26                   | \$254.44                    |
| * Vision Buy-Up - Add additional imputed amount - Child            |          |               | \$7.46        |                            |                             |

| DOMESTIC PARTNER HEALTH INSURANCE<br>2012 MONTHLY TAXABLE VALUES   |          |               |               |                            |                             |
|--|----------|---------------|---------------|----------------------------|-----------------------------|
| Most City Employees  | Medical  | DHS<br>Dental | Vision-Basic* | Total with<br>Vision Basic | Total with<br>Vision Buy-Up |
| Preventive - Domestic Partner                                      | \$548.18 | \$75.85       | \$4.69        | \$628.72                   | \$634.69                    |
| Traditional - Domestic Partner                                     | \$509.14 | \$75.85       | \$4.69        | \$589.68                   | \$595.65                    |
| Group Health Standard - Domestic Partner                           | \$500.55 | \$75.85       | \$4.69        | \$581.09                   | \$587.06                    |
| Group Health Deductible - Domestic Partner                         | \$476.51 | \$75.85       | \$4.69        | \$557.05                   | \$563.02                    |
| * Vision Buy-Up - Add additional imputed amount - Domestic Partner |          |               | \$10.66       |                            |                             |
| Preventive - Child   | \$239.42 | \$53.10       | \$3.28        | \$295.80                   | \$299.98                    |
| Traditional - Child  | \$216.59 | \$53.10       | \$3.28        | \$272.97                   | \$277.15                    |
| Group Health Standard - Child                                      | \$220.82 | \$53.10       | \$3.28        | \$277.20                   | \$281.38                    |
| Group Health Deductible - Child                                    | \$203.37 | \$53.10       | \$3.28        | \$259.75                   | \$263.93                    |
| * Vision Buy-Up - Add additional imputed amount - Child            |          |               | \$7.46        |                            |                             |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

| DOMESTIC PARTNER HEALTH INSURANCE<br>2012 MONTHLY TAXABLE VALUES |          |               |         |          |
|--|----------|---------------|---------|----------|
| Seattle Police Officers' Guild Employees                         | Medical  | WDS<br>Dental | Vision  | Total    |
| Preventive - Domestic Partner                                    | \$754.85 | \$67.74       | \$14.78 | \$837.37 |
| Traditional - Domestic Partner                                   | \$672.14 | \$67.74       | \$14.78 | \$754.66 |
| Group Health Standard - Domestic Partner                         | \$674.35 | \$67.74       | \$14.78 | \$756.87 |
| Group Health Deductible - Domestic Partner                       | \$497.59 | \$67.74       | \$14.78 | \$580.11 |
| Preventive - Child   | \$301.97 | \$47.42       | \$10.35 | \$359.74 |
| Traditional - Child  | \$268.85 | \$47.42       | \$10.35 | \$326.62 |
| Group Health Standard - Child                                    | \$269.74 | \$47.42       | \$10.35 | \$327.51 |
| Group Health Deductible - Child                                  | \$199.04 | \$47.42       | \$10.35 | \$256.81 |
|  |          |               |         |          |
| Seattle Police Officers' Guild Employees                         | Medical  | DHS<br>Dental | Vision  | Total    |
| Preventive - Domestic Partner                                    | \$754.85 | \$87.68       | \$14.78 | \$857.31 |
| Traditional - Domestic Partner                                   | \$672.14 | \$87.68       | \$14.78 | \$774.60 |
| Group Health Standard - Domestic Partner                         | \$674.35 | \$87.68       | \$14.78 | \$776.81 |
| Group Health Deductible - Domestic Partner                       | \$497.59 | \$87.68       | \$14.78 | \$600.05 |
| Preventive - Child   | \$301.97 | \$61.38       | \$10.35 | \$373.70 |
| Traditional - Child  | \$268.85 | \$61.38       | \$10.35 | \$340.58 |
| Group Health Standard - Child                                    | \$269.74 | \$61.38       | \$10.35 | \$341.47 |
| Group Health Deductible - Child                                  | \$199.04 | \$61.38       | \$10.35 | \$270.77 |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

| DOMESTIC PARTNER HEALTH INSURANCE<br>2012 MONTHLY TAXABLE VALUES |          |               |        |          |
|--|----------|---------------|--------|----------|
| Local 77 Employees   | Medical  | WDS<br>Dental | Vision | Total    |
| Preventive - Domestic Partner                                    | \$770.97 | \$67.17       | \$6.08 | \$844.22 |
| Traditional - Domestic Partner                                   | \$781.13 | \$67.17       | \$6.08 | \$854.38 |
| Group Health Standard - Domestic Partner                         | \$635.88 | \$67.17       | \$6.08 | \$709.13 |
| Preventive - Child   | \$308.39 | \$47.02       | \$4.26 | \$359.67 |
| Traditional - Child  | \$312.45 | \$47.02       | \$4.26 | \$363.73 |
| Group Health Standard - Child                                    | \$254.34 | \$47.02       | \$4.26 | \$305.62 |
|  |          |               |        |          |
| Local 77 employees   | Medical  | DHS<br>Dental | Vision | Total    |
| Preventive - Domestic Partner                                    | \$770.97 | \$87.68       | \$6.08 | \$864.73 |
| Traditional - Domestic Partner                                   | \$781.13 | \$87.68       | \$6.08 | \$874.89 |
| Group Health Standard - Domestic Partner                         | \$635.88 | \$87.68       | \$6.08 | \$729.64 |
| Preventive - Child   | \$308.39 | \$61.38       | \$4.26 | \$374.03 |
| Traditional - Child  | \$312.45 | \$61.38       | \$4.26 | \$378.09 |
| Group Health Standard - Child                                    | \$254.34 | \$61.38       | \$4.26 | \$319.98 |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

| DOMESTIC PARTNER HEALTH INSURANCE<br>2012 MONTHLY TAXABLE VALUES |          |               |               |                            |                             |
|--|----------|---------------|---------------|----------------------------|-----------------------------|
| Fire Chiefs (LEOFF 1)  | Medical  | WDS<br>Dental | Vision-Basic* | Total with<br>Vision Basic | Total with<br>Vision Buy-Up |
| Preventive - Domestic Partner                                    | \$441.16 | \$62.30       | \$3.39        | \$506.85                   | \$506.85                    |
| Traditional - Domestic Partner                                   | \$425.92 | \$62.30       | \$3.39        | \$491.61                   | \$491.61                    |
| Group Health Standard - Domestic Partner                         | \$406.89 | \$62.30       | \$3.39        | \$472.58                   | \$472.58                    |
| Group Health Deductible - Domestic Partner                       | \$374.73 | \$62.30       | \$3.39        | \$440.42                   | \$440.42                    |
| * Vision Buy-Up - Imputed amount - Domestic Partner              |          |               | \$10.66       |                            |                             |
| Preventive - Child   | \$239.42 | \$43.61       | \$3.28        | \$286.31                   | \$290.49                    |
| Traditional - Child  | \$216.59 | \$43.61       | \$3.28        | \$263.48                   | \$267.66                    |
| Group Health Standard - Child                                    | \$220.82 | \$43.61       | \$3.28        | \$267.71                   | \$271.89                    |
| Group Health Deductible - Child                                  | \$203.37 | \$43.61       | \$3.28        | \$250.26                   | \$254.44                    |
| * Vision Buy-Up - Add additional imputed amount - Child          |          |               | \$7.46        |                            |                             |
| Fire Chiefs (LEOFF 1)  | Medical  | DHS<br>Dental | Vision*       | Total with<br>Vision Basic | Total with<br>Vision Buy-Up |
| Preventive - Domestic Partner                                    | \$441.16 | \$75.85       | \$3.39        | \$520.40                   | \$520.40                    |
| Traditional - Domestic Partner                                   | \$425.92 | \$75.85       | \$3.39        | \$505.16                   | \$505.16                    |
| Group Health Standard - Domestic Partner                         | \$406.89 | \$75.85       | \$3.39        | \$486.13                   | \$486.13                    |
| Group Health Deductible - Domestic Partner                       | \$374.73 | \$75.85       | \$3.39        | \$453.97                   | \$453.97                    |
| * Vision Buy-Up - Imputed amount - Domestic Partner              |          |               | \$10.66       |                            |                             |
| Preventive - Child   | \$239.42 | \$53.10       | \$3.28        | \$295.80                   | \$299.98                    |
| Traditional - Child  | \$216.59 | \$53.10       | \$3.28        | \$272.97                   | \$277.15                    |
| Group Health Standard - Child                                    | \$220.82 | \$53.10       | \$3.28        | \$277.20                   | \$281.38                    |
| Group Health Deductible - Child                                  | \$203.37 | \$53.10       | \$3.28        | \$259.75                   | \$263.93                    |
| * Vision Buy-Up - Add additional imputed amount - Child          |          |               | \$7.46        |                            |                             |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes.

| DOMESTIC PARTNER HEALTH INSURANCE<br>2012 MONTHLY TAXABLE VALUES |          |               |         |                            |                             |
|--|----------|---------------|---------|----------------------------|-----------------------------|
| Fire Chiefs (LEOFF 2)  | Medical  | WDS<br>Dental | Vision  | Total with<br>Vision Basic | Total with<br>Vision Buy-Up |
| Preventive - Domestic Partner                                    | \$598.56 | \$62.30       | \$4.69  | \$665.55                   | \$665.55                    |
| Traditional - Domestic Partner                                   | \$399.08 | \$62.30       | \$4.69  | \$466.07                   | \$466.07                    |
| Group Health Standard - Domestic Partner                         | \$552.05 | \$62.30       | \$4.69  | \$619.04                   | \$619.04                    |
| Group Health Deductible - Domestic Partner                       | \$508.43 | \$62.30       | \$4.69  | \$575.42                   | \$575.42                    |
| * Vision Buy-Up - Imputed amount - Domestic Partner              |          |               | \$10.66 |                            |                             |
| Preventive - Child   | \$239.42 | \$43.61       | \$3.28  | \$286.31                   | \$290.49                    |
| Traditional - Child  | \$216.59 | \$43.61       | \$3.28  | \$263.48                   | \$267.66                    |
| Group Health Standard - Child                                    | \$220.82 | \$43.61       | \$3.28  | \$267.71                   | \$271.89                    |
| Group Health Deductible - Child                                  | \$203.37 | \$43.61       | \$3.28  | \$250.26                   | \$254.44                    |
| * Vision Buy-Up - Add additional imputed amount - Child          |          |               | \$7.46  |                            |                             |
| Fire Chiefs (LEOFF 2)  | Medical  | DHS<br>Dental | Vision  | Total with<br>Vision Basic | Total with<br>Vision Buy-Up |
| Preventive - Domestic Partner                                    | \$598.56 | \$75.85       | \$4.69  | \$679.10                   | \$679.10                    |
| Traditional - Domestic Partner                                   | \$399.08 | \$75.85       | \$4.69  | \$479.62                   | \$479.62                    |
| Group Health Standard - Domestic Partner                         | \$552.05 | \$75.85       | \$4.69  | \$632.59                   | \$632.59                    |
| Group Health Deductible - Domestic Partner                       | \$508.43 | \$75.85       | \$4.69  | \$588.97                   | \$588.97                    |
| * Vision Buy-Up - Imputed amount - Domestic Partner              |          |               | \$10.66 |                            |                             |
| Preventive - Child   | \$239.42 | \$53.10       | \$3.28  | \$295.80                   | \$299.98                    |
| Traditional - Child  | \$216.59 | \$53.10       | \$3.28  | \$272.97                   | \$277.15                    |
| Group Health Standard - Child                                    | \$220.82 | \$53.10       | \$3.28  | \$277.20                   | \$281.38                    |
| Group Health Deductible - Child                                  | \$203.37 | \$53.10       | \$3.28  | \$259.75                   | \$263.93                    |
| * Vision Buy-Up - Add additional imputed amount - Child          |          |               | \$7.46  |                            |                             |

Note: Some employee shares are adjusted by a penny to even numbers for payroll purposes

2012 RATES

| ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE<br>Hartford Insurance Company |                               |
|--|-------------------------------|
| <b>Monthly Premium: Fully paid by employee</b>                           |                               |
| Employee Only Coverage:  | \$0.02 per \$1,000 of Benefit |
| Employee & Family Coverage:  | \$0.03 per \$1,000 of Benefit |

| GROUP TERM LIFE INSURANCE<br>Standard Insurance Company               |         |         |         |  |
|---|---------|---------|---------|--|
| <b>Basic Coverage: Monthly Premium: \$0.11 per \$1,000 of benefit</b> |         |         |         |  |
| City Share:   | \$0.044 |         |         |  |
| Employee Deduction:   | \$0.066 |         |         |  |
| Supplemental Coverage: Monthly Premium per \$1,000 of coverage        |         |         |         |  |
| Age   | Premium | Age     | Premium |  |
| 0 - 29  | \$0.032 | 50 - 54 | \$0.232 |  |
| 30 - 34   | \$0.048 | 55 - 59 | \$0.360 |  |
| 35 - 39   | \$0.064 | 60 - 64 | \$0.552 |  |
| 40 - 44   | \$0.090 | 65+     | \$0.960 |  |
| 45 - 49   | \$0.152 |         |         |  |

| Dependent Child Supplemental Life (one premium covers all children) |                 |         |
|---|-----------------|---------|
|   | Coverage Amount | Premium |
|   | \$2,000         | \$0.40  |
|   | \$5,000         | \$1.00  |
|   | \$10,000        | \$2.00  |

| LONG TERM DISABILITY INSURANCE<br>Standard Insurance Company |  |
|--|--|
| <b>Non-Uniformed Employees Plan Monthly Premium:</b>         |  |
| City-Paid Basic Coverage:                                    | .35% of first \$667 of insured earnings  |
| Employee-Paid Optional Coverage:                             | .65% of next \$7,666 of insured earnings |

EMPLOYEE ASSISTANCE PROGRAM: 2012 cost: \$20.76 per Budgeted Position